

DISPATCH		CLASSIFICATION CONFIDENTIAL	DISPATCH SYMBOL AND NO. EGMA 56771
TO INFO	Chief, IO (Attn: <input type="checkbox"/> EE, COS/G <input type="checkbox"/>	HEADQUARTERS FILE NO. 200-124-39/3 Field File : RLS/572	
FROM	Chief, Munich Operations Group	DATE 16 November 1961	
SUBJECT	CAMOG/DDORIC/QKACTIVE/Operations Transmittal of <input type="checkbox"/> memo re Wolfgang KOEHLER	RE: "43-3" — (CHECK "X" ONE)	
ACTION REQUIRED	For your information	<input type="checkbox"/>	MARKED FOR INDEXING
REFERENCE(S)			NO INDEXING REQUIRED
		<input checked="" type="checkbox"/>	INDEXING CAN BE JUDGED BY QUALIFIED HQ. DESK ONLY

At request is forwarding under separate cover

answer to Saba and Headquarters on the KOEHLER problem.

Attachment: (UNDER SEPARATE COVER)
Memorandum - attached RID/AN 28 NOV 1961

Distribution:

- 2 - IO w/att in dupl
- 1 - EE w/o att
- 2 - COS/G w/1 cy att

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FORM 10-57 53 (40)	USE PREVIOUS EDITION. REPLACES FORMS 51-28, 51-28A AND 51-29 WHICH ARE OBSOLETE.	CLASSIFICATION CONFIDENTIAL	<input type="checkbox"/> CONTINUED	PAGE NO.
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1 Cont'd.

200-124-39/3

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SEPARATE COVER ATTACHMENT TO EGMA 56771

8 November 1961

MEMORANDUM

Re: Attached and Prior Traffic re Wolfgang KOEHLER

1. KOEHLER contacted [] in Munich following his return from vacation. His problem has been discussed in detail and is being handled in cooperation with the Landesamt fuer Verfassungsschutz. It should be noted that this type of problem (concern about contacts in one form or another with the Soviet Union) is not an unusual problem faced by our emigre employees and is handled routinely here. No effort has been made to keep Headquarters fully advised of each such occurrence. The mere reporting to Headquarters of the numerous letters, telephone calls and visits received by our employees which stem from Soviet attempts to disaffect them would in itself be a full time job. Subject's problem, far from being unique, is commonplace. It is [] belief that KOEHLER is reassured that his uncle's activities are being scrutinized and that every effort is being made to help and advise KOEHLER regarding his relationship with his uncle.

2. This matter could, in fact, have gone uncommented upon were it not for statements made by Saba which reflect a singular lack of understanding of KOEHLER's personality and of the attitudes of his American colleagues in Munich. Marchesak refers specifically to Saba's comment about "the gulf between so many American employers and their non-American employees . . . which makes a man like (KOEHLER) ask himself 'What is the use of talking to the Americans about all this, they don't understand.'" In addition, Saba takes exception to Headquarters' statement regarding KOEHLER's "paranoiac fears," and he discounts completely the possibility that KOEHLER's troubles with his colleagues could have prompted his decision to consult with Saba.

3. Without amplifying on them, there follow a few excerpts regarding KOEHLER from his personnel folder. The comments are of recent vintage and represent what Marchesak believes to be the general consensus of opinion at PBCHORD regarding him:

April 8, 1960 - Cooperation "unsatisfactory" - Supervisor: R. Shankland.

May 18, 1960 - "All agree . . . that you have lacked a cooperative attitude; you tend to work mechanically, with an apparently cynical approach to your assignments." - Supervisors: J. Valerio, R. Jensen, A. Kazantsev, E. Konstantin.

August 3, 1960 - Concerning the denial of a salary increase: "The action was justified . . . no other action could be taken." - Supervisor: Chester P. Stivish.

September 15, 1960 (after 1 hr. 45 min. conversation with KOEHLER) - "Mr. Koehler does not admit to any shortcomings on his part, other than his 'creative temperament', and regards the statements made in Mr.

Enc. 16 EGMA-56771

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200-124-39/3

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- 2 -

Shankland's memo to him of May 18th simply as the culmination of a 'plot' to punish him; further, he made it quite clear to me that he refuses to do anything to alleviate the present situation until that memo is withdrawn from his records . . ." - Supervisor: Chester P. Stivish.

September 30, 1960 - "On Friday, September 23, 1960, we, the undersigned, had a conversation with Mr. Wolfgang Koehler in which we tried in a friendly way to explain to him how we feel he might achieve a better working relationship with his supervisors. It was explained to him that we did not wish to talk about the past - only about the future.

"The conversation was not a success. Mr. Koehler tended to ward off each suggestion for future improvement with recriminations about the past. His point of view was legalistic. When, for instance, he complained that never in the past has anybody indicated any shortcomings to him, Mr. Shankland gave as an example a time when Mr. Koehler, Mr. Shankland and Mr. Rubinstein got together and tried to straighten Mr. Koehler out on a specific failure of his and his generally recalcitrant attitude. It was Mr. Shankland's recollection that at the end of this session Mr. Koehler acknowledged his error and apologized for his behavior. However, when this incident was recalled to Mr. Koehler, he refused to talk about the incident at all unless Mr. Shankland informed him of the exact point at issue at that time. This Mr. Shankland could not recall. Mr. Koehler then refused to state whether the purpose of that meeting was to commend or censure him.

"It was added that the continuing climate of dissatisfaction with his work over the past several years could hardly have been unapparent to him. A point in case is his long-standing feud with the Chief Editor of the Russian Desk.

"Mr. Koehler was unmannerly. One of his conditions for cooperation was that he should have complete autonomy in the studio; Mr. Konstantin must not enter a studio where Mr. Koehler might be working. Mr. Konstantin replied that his responsibilities as Chief Producer demand that he lend his knowledge and experience to all producers when indicated. To this Mr. Koehler replied: 'I was in the theater and assistant to an important director when you were still selling lousy sewing machines.'

"Verbally Mr. Koehler agreed to cooperate with his supervisors in the future, as, he claimed, he always has in the past. However, his tone and manner were supertitious and defiant.

"In view of the above, we believe that another six months is necessary before Mr. Koehler can be considered for a longevity increase." - Supervisors: R. Shankland, J. Valerio, E. Konstantin.

April 1, 1961 - "I find that your attitude remained as hostile and inflexible as it was in the conversation I had with you along similar lines at an earlier date. It is becoming increasingly clear to me that you prefer to perpetuate the existing tensions which I regard as detrimental to

the work and best interests of the Radio Station. The referenced memorandum states that consideration of your longevity step increase has been postponed for another six months or until a real effort on your part to improve the attitude and approach to your work is made by you. Failing such an effort, I should think you would find it difficult to remain in the employment of the Committee and I think that I would have serious doubts about the advisability of your doing so." - Supervisor: []

4. The picture that emerges then is not of a hard-working, dedicated emigre who in his hour of need can turn to no one in the whole of PBCHORD for help. Rather, it would appear that we are dealing with a self-centered and arrogant employee, who disdains the normal approach and prefers to tell his troubles to someone he has seen only once in over ten years. That his behavior in this regard has not impressed Saba as at least erratic is difficult to understand. That Saba has read into this behavior an indictment of KOEHLER's American employers is indeed unfortunate.

5. It is [] hope that this episode can be laid to rest with this communication. Both Headquarters and Saba are assured that KOEHLER's problem is being "treated with all the seriousness it deserves." This would have been so in any case. Nor should there be any concern that KOEHLER will be terminated without cause or involved in any personnel action not stemming directly from his on-the-job performance.